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ABSTRACT

This annotated bibliography of 59 books and 92 articles covers two years of Canadian and American literature dealing with declining enrollment. It is a selective list in that the major emphasis has been placed on the implications and repercussions of this trend, although some of the major works dealing with the statistical aspect of the subject have also been included. All the working papers and information bulletins published under the auspices of the Commission on Declining Enrollments in Ontario are listed in an appendix. (Author/MLF)

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Declining Enrolment

This annotated bibliography covers two years of Canadian and American literature dealing with declining enrolment. It is a selective list in that the major emphasis has been placed on the implications and repercussions of this trend, although some of the major works dealing with the statistical aspect of the subject have also been included. Readers interested in earlier literature in this area may wish to consult the annotated bibliography published in 1979 by the Ontario Institute for Studies in Education, entitled Declining Enrolments: Issues and Responses.

In a slight divergence from the usual format, this bibliography lists all the working papers and information bulletins published under the auspices of the Commission on Declining Enrolments in Ontario in an appendix. Annotations for many of these reports appear in the OISE bibliography mentioned above.

Sources consulted in preparing this bibliography include the Canadian Education Index (CEA), Directory of Education Studies in Canada (CEA), Current Index to Journals in Education (Oryx), Onteris (Ont. Gov't.), and Resources in Education (ERIC).

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Geraldine Channon Gilliss
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A. Books

* 1. Abramowitz, Susan, and Stuart Rosenfeld. Declining Enrolment: The Challenge of the Coming Decade. Washington, D.C.: National Institute of Education, 1978. 466 p.

The papers included in this collection cover a wide range of topics dealing with shifting/declining enrolments and their impact on the financing, organization and management of schools. Three major divisions represent analyses of demographic trends, discussion of fiscal impacts on individual states, and alternatives in the management of decline. The book concludes with a chapter summarizing the policy implications of decline for local, state and federal policymakers, and with an assessment of the course that future research might profitably take.

2. Alberta Education Planning and Research Branch. Alberta Short and Medium-Long Range Pupil Enrolment Projections: 1977-1986. Edmonton: Alberta Education, 1977. 84 p. Unpublished staff study.

A short (one year) and medium-long range (two to ten year) set of pupil projections was developed utilizing available projection techniques. The five methods used were Linear Regression, Markov Absorbing Chain, Cohort Survival, School/Total Population Participation Rates, and School Board Estimates.

** 3. Allison, Derek J. The Austerity Fad in Canadian Schools. Paper presented at the International Congress on Education, Vancouver, 1979. 33 p. Available ERIC. ED 175 083.

This paper discusses the need for a school price index for Canadian schools rather than the use of the current government expenditure index to measure price effects on school costs. It discusses four effects on the amount of money spent by school boards, namely, enrolment, quality of schooling, efficiency of use of resources, and current market prices. While enrolments are the driving force behind school costs, the real crisis lies in the decrease in financial support. Thus the need to expose the true nature of school costs endorses the need for a specific, well-constructed school price index. This paper concludes that the continued imposition of austerity measures will result in an inferior school system.

** 4. Bornstein, Leonard. Before You Close A School: Economic and Political Factors. Resource Guide -- Declining Enrolments. Chelmsford, Mass.: Merrimack Education Centre, 1978. 13 p. Available ERIC. ED 149 448.

This paper discusses KEMEC, a weighted grid system designed to establish a school closing order based purely on efficiency factors.

* 5. Brown, Lloyd, and Roberta Gillespie. Special Education Background Report No. 4. St. John's: Newfoundland Labrador Task Force on Education, 1979. 65 p.

A study of special education programs in Newfoundland and Labrador concluded that areas which require more attention in this field are: organization of programs, diagnosis and placement of children, qualifications and professional development of teachers and accessibility of resource materials.

* 6. Brown, Lloyd, and Roberta Gillespie. A Study of School Programs. Background Report No. 5. St. John's: Newfoundland and Labrador Task Force on Education, 1979. 103 p.

The major purposes of this study are: (1) to provide a detailed study of programs in selected schools in order to make some comparisons within and across school districts as well as with other areas in Canada, (2) to pinpoint specific issues and problems with programs, (3) to make recommendations based on the findings and discussions.

* 7. Clark, W., M.S. Devereaux, et Z. Zsigmond. Les classes en 2001: La population d'âge scolaire tendances et incidences, 1961 à 2001. Ottawa: Statistique Canada et la Fédération canadienne des enseignants, 1979. 42 p.

La présente étude constitue une mise à jour de ces rapports fondée sur de nouvelles projections démographiques jusqu'à l'an 2001. Quatre projections basées sur le recensement de 1976 sont données pour chaque province. Elles ont été choisies à partir d'un ensemble de projections produites par la Division des estimations et des projections démographiques de Statistique Canada. On trouvera les groupes d'âges correspondant à chacun des niveaux d'enseignement élémentaire, secondaire et post-secondaire. Les quatre projections donnent aux lecteurs une image générale des futures tendances possibles des groupes d'âge. Le rapport se divise en plusieurs sections: L'évolution des facteurs démographiques, tendances nationales, tendances provinciales, les effets possibles des tendances démographiques sur les effectifs scolaires.

* 8. Clark, W., M.S. Devereaux, and Z. Zsigmond. The Class of 2001: The School-Age Population -- Trends and Implications, 1961 to 2001. Ottawa: Statistics Canada and the Canadian Teachers' Federation, 1979. 142 p.

Four alternative projections, which are based on different fertility-migration assumptions, are presented for school-age populations in Canada to the turn of the century. The wide-ranging implications of enrolment decline are surveyed, including issues related to faculties, programs, staff, finance, planning, post-secondary education, and labor force entrants.

* 9. Commission on Declining School Enrolments in Ontario. The Challenge of Declining Enrolments: Critical Emerging Problems and Recommendations for Immediate Action. Interim Report Number 2. Commissioner: R.W.B. Jackson. Toronto: CODE, 1978. 121 p.

This second interim report recommends that the number of teachers graduated from teacher training institutions be drastically reduced, that the need for changes in the province's system of financing education be acknowledged, that the Ministry of Education monitor all school boards to ensure that an adequate minimum program is offered and assist boards that are unable to maintain such a program.

* 10. Commission on Declining School Enrolments in Ontario. Implications of Declining Enrolment for the Schools of Ontario: A Statement of Effects and Solutions. Final Report. Commissioner: R.W.B. Jackson. Toronto: CODE, 1978. 331 p.

The first section of this final report examines in depth the economic, financial, and demographic causes of enrolment decline in Ontario. The second section discusses implications, effects, and recommendations in relation to school program, teacher and administrator education, administration, staffing, school accommodation, and school finance. The summary includes a list of 107 recommendations, estimates of the costs of implementation, and the Commissioner's general observations about the findings of his study.

* 11. Commission on Declining School Enrolments in Ontario. The Missing Pupils in the Schools of Ontario Today and Tomorrow: A Statement of Conditions, Causes and Issues. Interim Report. Commissioner: R.W.B. Jackson. Toronto: CODE, 1978. 361 p.

This report documents the demographic dimensions of the problem of declining enrolments and the significance of related policy issues. Other chapters include background studies of school curriculum, educational administration, teacher supply and demand, school buildings and sites, and the costs of education in Ontario.

* 12. La commission sur la baisse des inscriptions scolaires dans les écoles de l'Ontario. Les Absents des écoles de l'Ontario aujourd'hui et demain: Descriptions des conditions, des causes et des problèmes. Jackson, R.W.B., commissionaire. Toronto, 1978. 361 p.

Le rapport met en lumière les dimensions démographiques du phénomène de la baisse des inscriptions scolaires et la portée des questions relatives à la politique pertinente. D'autres chapitres renferment des études générales portant sur le curriculum, l'administration scolaire, l'offre et de la demande d'enseignants, les écoles et leur emplacement, ainsi que les coûts de l'éducation en Ontario. On y trouve les données réunies par les divers groupes de travail de la Commission, qui, toutefois, ne recommande pour le moment aucune mesure précise à prendre.

* 13. Corman, Linda. Declining Enrolments -- Issues and Responses. An Annotated Bibliography. Current Bibliography no.11. Toronto: Ontario Institute for Studies in Education, 1979. 82 p. ED 172 344. Not available ERIC.

This annotated bibliography reflects an attempt to indicate the range and quality of published responses to the complex phenomenon of declining enrolments in elementary and secondary schools. It is intended to suggest sources of practical information and advice and to provide a larger context for administrators coping with the effects of decline in their own school systems.

* 14. Crocker, Robert K., and Merrill J. Francis. Provincial and School District Enrolment Projections 1979-1998. Background Report No. 1. St. John's: Newfoundland and Labrador Task Force on Education, 1979. 30 p. + app.

This study attempts to predict future enrolments at the district level in Newfoundland and Labrador. The authors explain a projection model designed to lend itself to periodic updates and successive refinement of the data.

* 15. Declining Enrolments. Eugene, Oregon: ERIC Clearinghouse on Educational Management, 1979. 5 p. Full volume available. ED 163 620. Not available separately.

This chapter of The Best of the Best of ERIC, volume 2, contains 15 summaries of documents and journal articles on declining enrolments. The materials included deal with various aspects of this topic, such as optional use of surplus school space, the do's and dont's of closing a school, an analysis of the characteristics and reliability of various enrolment forecasting techniques, and the management implications of declining enrolments.

16. Delon, Floyd G. Reduction in Force: Legal Implications. Topeka, Kans.: National Organization on Legal Problems of Education, 1979. 13 p. ED 170 843. Not available ERIC.

This paper looks at recent court litigation stemming from reduction in teaching force in school districts.

** 17. Ellsworth, David F. Early Retirement: A Proposal for Adjustment to Declining Enrolments. Springfield, Ill.: Illinois State Office of Education, 1977. 81 p. Available ERIC. ED 149 435.

This study focuses on the benefits of early retirement as a policy to ease the adjustment process of public school districts and state universities encountering the problem of declining enrolments.

* 18. Fagan, Michael J., and Gordon Rodgers. Pupil Retention in Newfoundland High Schools. St. John's: Newfoundland and Labrador Task Force on Education, 1979. 65 p. + app.

This study was designed primarily to investigate the reasons for and circumstances surrounding the failure of some students to complete their high school programs. In addition, school leavers are compared with those who did complete the program with respect to some personal, family and school-level characteristics. The second purpose of the study was to determine student achievement rates across the Province to identify some of the characteristics of students, teachers and schools that may be related to student achievement.

** 19. Financial Implications of Declining Enrolments. Ottawa: Canadian Teachers' Federation, 1978. 116 p.

This report contains formal presentations to a seminar held in Ottawa, April, 1978. Some topics of discussion are: "The Future Context of Educational Finance" by Professor Brock Rideout and "Provincial Developments and Concerns" presented by individual representatives from provincial teacher associations.

** 20. Fowler, Delbert H. Declining School Enrolments. Paper presented at the annual meeting of the National Association of Secondary School Principals, Anaheim, California, 1978. 13 p. Available ERIC. ED 151 920.

Declining enrolment means that school districts must engage in thoughtful, thorough planning to cope with this trend. This paper outlines a process for school closing, including ways to involve the community in the decision-making process, thereby reducing the likelihood of community conflict and preserving the school district's credibility. Suggestions for reducing school staffs, utilizing surplus space, conserving resources, handling student transportation problems, mustering support for board of education decisions, and implementing the board's plans for coping with decline are also presented.

** 21. Fredrickson, John H. Enrolment Decline: What's Ahead for Public Education? 1979. 7 p. Available ERIC. ED 173 949.

This paper discusses the present enrolment decline in public schools and its implications for students, teachers, administrators, curriculum, community, and especially school facilities. One problem of declining enrolment is that the average age and years of experience of staff personnel has tended to rise, creating a predominately white, middle-class, middle-aged teaching profession. Also, with fewer new teachers entering the schools, the introduction of new ideas, different teaching strategies and diversified programs may decline as well.

* 22. Gilliss, Ken. Declining Enrolments in New Brunswick. A Report to the NBTA Board of Directors by the Ad Hoc Committee on Declining Enrolments. Fredericton: New Brunswick Teachers' Association, 1978. 32 p.

This report presents the background facts and figures on declining enrolment as it is affecting the Province of New Brunswick. It then suggests strategies which NBTA could use to ease the impact of declining enrolment and provide educational offerings as a result of such decline. It also attempts to assess the relationship between declining enrolments and education finance in New Brunswick.

** 23. Hickcox, Edward S., and Doris W. Ryan. The Politics of Educational Decline: Issues in Governance and Administration. Paper presented at the annual meeting of the American Educational Research Association, San Francisco, 1979. 24 p. Available ERIC. ED 170 921.

Enrolment decline places new pressures on school administrators and school boards, but Ontario's Commission on Declining Enrolments found no call for a complete reorganization of either the provincial governance system or the structure of the delivery system at the administrative level. This document describes those aspects of Ontario's school system that affect its response to enrolment decline, and cites both constraints faced by school boards facing decline and alternative techniques for coping with decline.

24. Hughes, A.S., and others. Actual and Projected Effects of Declining Enrolments on School Programs. Halifax: Atlantic Institute of Education, 1978.

An examination of the effects of declining enrolments upon school programs in seven school systems in the Maritime Provinces.

* 25. Keough, William F., Jr. Declining Enrolments: A New Dilemma for Educators. Fastback 116. Bloomington, Ind.: Phi Delta Kappa Educational Foundation, 1978. 45 p. Available ERIC. ED 165 301.

Enrolment decline is creating the need for every district to develop a reduction in force policy. Eliminating programs and closing schools will require careful setting of criteria. New creative ways for dealing with enrolment decline, such as space sharing, regrouping students, early teacher retirement plans, and teacher leaves of absence, while not able to radically change the course of events, might modify their impact. The gravest danger for administrators in dealing with declining enrolment is applying a short-term solution in lieu of long-range planning.

** 26. Kervin, John B. Collective Bargaining under Declining Enrolments: Trends in Conditions-of-Employment Clauses. Toronto: University of Toronto, Centre for Industrial Relations, 1978. 41 p. Available ERIC. ED 159 821.

Since 1975, Ontario teacher negotiators have focused attention on conditions-of-employment clauses. This paper focuses on those clauses that have direct or indirect cost implications for school boards as enrolments decline. The rising incidence of conditions-of-employment clauses suggests that teacher negotiators are making substantial gains. However, the content of these clauses shows that boards have maintained a high degree of flexibility in determining staffing needs and that the cost increases for boards have been fairly small. In the future, it appears there will be continued pressure for clauses directly related to declining enrolments and staffing flexibility, but real gains will be modest in size and slow in coming.

* 27. Lakehead Board of Education. Task Force on Declining Enrolment. [Report.] Thunder Bay, Ontario: The Board, 1979. Var. paging.

A compilation of excerpts from the Lakehead collective agreement, board policy and special studies done by the task force, this collection brings together the attempts made by one board to deal with an oversupply of teachers caused by declining enrolment. Some of the examples included are the deferred salary-leave plan, early retirement incentive plan, severance pay, permanent supply teaching, part-time teaching, secondment, teacher exchanges, educational leave, leave of absence and leadership development programs.

** 28. MacLeod, Betty, and others. The Development of Improved Bases for Forecasting School Age Population Throughout Ontario. A Study of Demographic Components. Toronto: Ontario Institute for Studies in Education, 1978. 445 p. Available ERIC. ED 158 406.

This study presents the results of research concerning Ontario population trends and considers the implications for school-age groups in selected regions and throughout Ontario.

29. Moore, Eric G. The PRISSA System: Population Dynamics, Information Systems and Educational Planning at the Local Level. Toronto: Ontario Ministry of Education, 1978. 102 p. Unpublished staff study.

In view of the weakness of the current methods for anticipating changes in school enrolments at the local level, the researchers developed a basis for a system that would supply update information on the changing demographic structure of local communities.

** 30. Neill, Shirley Boes, and Gerry Custis. Staff Dismissal: Problems and Solutions. AASA Critical Issues Report. Arlington, Va.: American Association of School Administrators, 1978. 80 p. Available ERIC. ED 172 417.

This report, addressed to administrators and board members, discusses teacher dismissals in light of such motivating factors as declining enrolment, teacher supply and demand, and budget problems. This how-to-do-it book discusses facts and figures on the dismissal of teachers, alternatives to dismissal, evaluation systems, the legal safeguards of due process, building a dismissal case, examples of 12 dismissal cases, factors influencing reduction in force, examples of 4 types of RIF systems, and practical advice from experts in the field. Charts and checklists are scattered throughout to aid the user in implementing a workable RIF policy.

* 31. Newfoundland and Labrador Task Force on Education. Improving the Quality of Education: Challenge and Opportunity. Final Report. Task Force Members R.K. Croker and F. Riggs. St. John's: 1979.

The mandate of this task force was to examine the quality of education in Newfoundland and Labrador, in the light of declining enrolment, with particular reference to allocation, deployment and utilization of teachers, existing educational programs, operating grants, classroom facilities, teacher supply and training and post-secondary education. In addition, it was to conduct a survey of enrolments by school district and the perceived impact of a decline of programs, class size, staff deployment and grade organization in each district. The results of the study and recommendations on appropriate courses of action are presented in this final report.

32. Newfoundland and Labrador. Task Force on Education. Perspectives on Declining Enrolments in the Schools of Newfoundland and Labrador: Interim Report. Task Force Members: R.K. Croker and F. Riggs. St. John's: 1978. 110 p.

The focus of this interim report is on the compiling of such data as are available on population trends, enrolments, and the teaching force in Newfoundland and on the results of a preliminary survey of school districts. Teacher reductions, inequalities in education that have increased as a result of declining enrolments, multi-grade classrooms, and specialist teacher compliments are central concerns of this report.

33. Ontario. Ministry of Education. Ontario Elementary and Secondary School Enrolment Projections, 1978-1987. Toronto: Ministry of Education, 1978. 7 p.

This publication presents enrolments by grade level for elementary public, separate, and secondary schools in the province.

* 34. Ontario Teachers' Federation. The OTF Response to the Final Report of the Commission on Declining School Enrolments. Toronto: OTF, 1979. 14 p.

The Ontario teachers' official reaction to the recommendations of the Commission on Declining Enrolments is generally favourable, although there is disagreement and recommendation for further study on some points. Each recommendation in the CODE's final report is discussed individually. The Teachers' Federation feels that the report's greatest strength is in the formidable array of data collected and presented by the Commission which should enable everyone involved to reach intelligent, soundly-based decisions about the problems of declining enrolment.

** 35. Ostro, Gaby. Major School Change Policy. A Model for Community Involvement in Declining Enrolment. Paper presented at the Canadian School Trustees' Association Congress on Education, Toronto, 1978. 44 p. Available ERIC. ED 161 137.

The Protestant School Board of Greater Montreal, recognizing that the community is dramatically affected by school closings, adopted a policy for dealing with declining enrolment that requires involvement of local school communities in examining the problem, helping to find solutions, and planning for the future. When a school's population falls below 60 per cent of capacity, the community is informed of an impending study and invited to participate.

36. Partlow, Hugh R., and others. Patterns of Teacher Mobility in Ontario. Toronto: Educational Consultants of Canada for the Ontario Ministry of Education, 1978. 192 p.

This study examined a broad spectrum of factors relating to teacher mobility, including the effects of declining enrolments. It is recommended that enrolment in teacher education institutions in Ontario be controlled in relation to predicted needs for new teachers and that funding incentives to produce an over supply of graduates be removed. Teachers' federations should become more involved in dealing with teacher education and the problems of declining enrolments. The study further recommends that pools of surplus teachers be organized among groups of boards, that consideration be given to incentives for early retirement and that pupil-teacher ratios should be temporarily lowered to reduce the number of unemployed teachers while providing more resources for students with special needs.

* 37. Price, John T., and Larry M. Cash. Teachers Without Classrooms; a Career Planning Guide for Teachers Leaving the Profession. Toronto: University of Toronto, Guidance Centre, 1979. 21 p.

A practical guide to planning and searching for alternative employment opportunities, especially for teachers laid off because of declining enrolment.

** 38. Randall, James M. Staffing During a Period of Decline. Paper presented at the annual meeting of the American Association of School Administrators, New Orleans, 1979. 26 p. Available ERIC. ED 173 925.

The key to successful management of staffing during decline is advance planning. This paper suggests several steps to take via analyzing, prioritizing, economizing and publicizing before reduction in force hits the school. Other issues discussed include retaining a capable management staff and developing an early retirement incentive.

* 39. Reduction in Force. Eugene, Oregon: ERIC Clearinghouse on Educational Management, 1979. 5 p. Full volume available. ED 163 620. Not available separately.

This chapter of The Best of the Best of ERIC, volume 2, contains 14 summaries of documents and journal articles on reduction in force. The materials included deal with various aspects of this topic such as the impact of declining enrolments on personnel policies, legal aspects of reduction in force, reduction in force as an important issue in collective bargaining, reduction in force and affirmative action, policies and procedures for implementing reduction in force plans, and encouraging early retirement as one solution to staff reductions.

** 40. Reduction-In-Force: Working Policies and Procedures. Reston, Va.: National Association of Secondary School Principals, 1978. 64 p. Available ERIC. ED 175 088.

This publication includes eight examples of administrator reduction in force policies, seven examples of reduction in force policies applicable to both teachers and administrators, and five examples of teacher reduction in force policies.

* 41. Riggs, Frank T. Public Input to the Task Force. St. John's: Newfoundland and Labrador Task Force on Education, 1979. 104 p. + app.

This report summarizes (1) issues and concerns raised at the public hearings of the Task Force on Education and (2) the results of 600 questionnaires designed to seek public opinion on various aspects of education in Newfoundland and Labrador. The questionnaire dealt with such areas as the importance of education in today's society, the degree of satisfaction with school programs, the public attitude towards teachers, the extent of communication between home and school, the adequacy of existing school facilities and buildings, and grant allocation for education purposes.

* 42. Riggs, Frank, and Perry Green. Report on Teaching Force. St. John's: Newfoundland and Labrador Task Force on Education, 1979. 36 p.

600 teachers in Newfoundland and Labrador were surveyed in order to obtain information on the following characteristics of the Province's teaching force: job history, teacher education, current assignment, career plans and teacher mobility.

* 43. Rodgers, Gordon, and Frank T. Riggs. Questionnaire to Schools (Facilities and Programs). Background Report No. 7. St. John's: Newfoundland and Labrador Task Force on Education, 1979. 31 + 26 p.

The main purpose of this study was to seek information on school facilities in the context of existing school programs. 130 schools in Newfoundland and Labrador were surveyed with regard to subjects taught, class and subject enrolments, program objectives, physical facilities, access to program specialists, and grants for the purchase of instructional materials.

* 44. Rogers, Rick. Schools Under Threat: Handbook on Closures. London, England: Advisory Council for Education, 1979. 80 p.

Small schools in England, especially in rural areas have been closed down at a very rapid rate over the last ten years. The purpose of this handbook is to help parents, teachers and local communities understand the issues involved in school closings and to fight the closures if they want to. It presents the argument put forward for and against school closures, explains the law on closing a school, gives a flexible blueprint on how to campaign, sets out alternative ways of organizing schools under threat and gives a roundup of useful sources of help, information and advice.

** 45. School Closing: The Best of ERIC Clearinghouse on Educational Management, No. 46. Eugene, Oregon: ERIC Clearinghouse on Educational Management, 1979. 5 p. Available ERIC. ED 172 319.

In this review, 11 entries in the ERIC system about school closing are summarized. Included are suggestions for administrators to involve the community in the decision-making, and alternative uses of school buildings.

* 46. Schwartz, A.M., and P. McGowan. Declining Enrolment: Implications for British Columbia's Public School System. Vancouver: Educational Research Institute of B.C., 1978. 61 p.

This study addressed the enrolment decline being faced by school districts across the province, and its implications for the organization, content, and funding of B.C. education. The report contains an analysis of the nature and magnitude of enrolment declines which are projected for B.C. school districts, and a discussion of the implications of reduced enrolment for policy and practice at both the provincial and school district levels.

* 47. Science Council of Canada. University Research in Jeopardy; the Threat of Declining Enrolment. Ottawa: Minister of Supply and Services, 1979. 61 p.

A decline in the number of young people in any particular age group could have a much greater impact on universities than on elementary and secondary schools because universities are vulnerable to the possibility of major changes in the proportion of their age groups who choose to enrol. Any decline in the quality or relevance of teaching and research at the university level could lead to a major decrease in the participation rates. Universities and Canadian society as a whole would be faced with problems much more severe than those caused by demographic change alone. This publication addresses this problem and proposes some changes with regard to staffing, funding and program orientation which would help maintain the quality and relevance of university research programs.

** 48. Seifert, Edward H. Declining Enrolments and New Staffing Patterns for the 80's. Paper presented at the annual meeting of the National Association of Secondary School Principals, Houston, 1979. 13 p. Available ERIC. ED 172 406.

Administrators experiencing declining enrolments who use a reduction in force policy based on seniority will face problems such as increasing teacher salaries and age. As an alternative to a seniority-based policy, administrators might employ such criteria as quality of service, experience in a specific area, district need, preparation, and certification. Other alternatives that can help solve reduction in force problems include staffing to fit mid year projections instead of fall enrolments, an early retirement system, terminating unsatisfactory teachers, cooperating with neighboring school districts, and retraining faculty for available vacancies. Negative results of reduction in force may include public outcry, large class sizes, and a decline of morale. Perhaps the most important aspect of the principal's responsibilities in dealing with declining enrolment is sensitivity to human needs.

** 49. Skiera, Lou. Declining Enrolment; Community Options and Actions. Santa Barbara, Calif.: Santa Barbara County Schools, 1978. 16 p. Available ERIC. ED 171 856.

This paper suggests that school systems can develop and implement a plan to keep schools operating to the advantage of students, staff, and community despite declining enrolment. In arguing against the closing of schools, this paper provides quotes from a survey and summary statements from school officials to show that closings do not save school districts money and that school closings have a negative impact on surrounding neighbourhoods. Some of the strategies discussed in these summarizations include a "grandparent in the classroom" program, year-round education, parental involvement, community and/or adult education, and the use of school buildings for non-school activities.

** 50. Stanley, William L., Jr. Reduction in Force: Is Your Board Prepared? Paper presented at the annual meeting of the National School Boards Association, Miami Beach, 1979. 22 p. Available ERIC. ED 173 920.

A reduction in force, coupled with today's inflation and cost of living increases, is having major impacts on school systems. This paper discusses the effects on an urban school system and offers suggestions to school administrators on moves to make and pitfalls to avoid when faced with RIF. Some topics covered include legal ramifications, due process, teacher tenure, and the role of school boards and administrators.

** 51. Surplus School -- The Problem and the Possibilities. Columbus, Ohio: Council of Educational Faculty Planners, 1978. 77 p. Available ERIC. ED 163 595.

This publication attempts to simplify the complex issue of declining enrolment and surplus school space. Part 1 is devoted to a thorough discussion of enrolment decline. Part 2 discusses some of the factors inhibiting new uses for school facilities and offers suggestions for using school space that do not conflict, or conflict very little, with the current definition of "normal" education. Some of the suggestions include using facilities for alternative forms of schooling, retraining people for mid-life career changes, life long learning centres, and industrial training programs.

52. Teacher Demand and Supply in British Columbia 1978-1987. Victoria: B.C. Ministry of Education, Educational Data Services, 1978. 123 p.

** 53. Thorman, Richard I. The Probable Effect of Declining Enrolments on Average Elementary and Secondary School Teacher's Salary from 1977 to 1986. A Study. Toronto: Toronto Board of Education, 1978. 106 p. Available ERIC. ED 157 163.

Computerized analysis of current statistical data and projected declining enrolments in Metropolitan Toronto show that the decrease in staffing requirements over the next ten years will increase the average salary of teachers in uninflated dollars mainly through the increase in teachers' average experience.

54. Warren, Philip J., and Diana Watson. A Study of Unemployed Teachers. St. John's: Memorial University of Newfoundland, 1979. 172 p.

55. Watson, Cicely, and others. Projection of Enrolment and Teacher Supply: Report of the All-Ontario Enrolment Projections. Toronto: Ontario Institute for Studies in Education, 1978. 63 p.

To be read in conjunction with separately published enrolment projections for local Ontario boards of education, this report describes the history of the actual enrolment in recent years, the trends in survival rates and the projection error of the 1977 estimates. The projections show that secondary school enrolment has now peaked and will sharply decline starting in 1979.

** 56. Weldy, Gilbert R. Enrolment Declines and Reductions in Force -- What Can Administrators Do? Paper presented at the annual meeting of the National Association of Secondary School Principals, Anaheim, California, 1978. 10 p. Available ERIC. ED 150 731.

A principal from a district experiencing a sharp enrolment decline discusses some of the implications of the decision to close one of three high schools. Some of the issues facing the principal include a stabilized faculty that allows for no new blood, the problems inherent in the withdrawal of faculty from coaching and sponsoring extra-curricular activities, apprehension in the faculty over their jobs, the difficulties in transfering teachers, and the need to make the programs in the merging schools compatible.

** 57. Wendel, Frederick C. Maintaining Quality Education in the Face of Declining Resources. Briefings in Educational Issues Number 2. Lincoln, Neb.: Nebraska University, 1979. 141 p. Available ERIC. ED 176 366.

The main thesis of this report is that school leaders can maintain quality education only if they utilize extensive planning, community involvement, priority setting, close examination of expenditures, and sound management principles. An extensive annotated bibliography compiled from an ERIC search is included.

* 58. Zsigmond, Zoltan, and others. Out of School -- Into the Labour Force: Trends and Prospects for Enrolment, School Leavers and the Labour Force in Canada -- the 1960's Through the 1980's. Ottawa: Statistics Canada, 1978. 404 p.

This study gives detailed enrolment projections for all levels of education (including breakdowns by age, sex, and grade), data on school leavers, and compares Canadian and American trends in population, enrolment, and labour force entrants.

B. Articles

* 59. Atherton, Peter. Financing education: declining enrolment and rising costs -- the current problem. OSSTF Forum 4:2:73-78 Mar'78.

The author explains why educational costs are increasing at a time when enrolments are declining and presents some possible solutions to the problem.

60. Atherton, Peter J. Financing education in a time of declining enrolment. McGill Journal of Education 13:1:12-22 Wtr'78.

* 61. Awender, Michael. Reflections on a changing educational environment. Education Canada 18:2:40-43,31 Sum'78.

Reflects on some serious educational problems -- a lack of time, a lack of promotional possibilities that leads to morale and motivational difficulties, a lack of clear relevant curriculum, and a lack of leadership -- faced by teachers.

* 62. Bartlett, Cathie. Declining enrolments. Alberta School Trustee 48:3:3,4 Fall'78.

Proposed policies for dealing with declining enrolment should provide for community and staff input. A consultation plan from the Lakeshore School Board in Montreal is provided.

63. Bishop, Lloyd. Dealing with declining school enrolments. Education and Urban Society 11:3:185-95 My'79.

This article discusses some of the social/political issues that are raised in relation to declining school enrolment and school consolidation. Alternatives to the closing of schools in the face of declining enrolment are discussed.

* 64. Blaney, Jack P. Opportunities in declining enrolment. Education Canada 18:3:4-11 Fall'78.

School systems should seize upon new opportunities in face of shrinking enrolments. By integrating their activities with those of other agencies and by concerning themselves with life-long learning, schools can continue to play a prominent role in the future.

* 65. Boisvert, Louise. 2.6 per cent of school board personnel given excess status for 1978-1979 in Quebec. Meqnews:28:1,19 Je-Jy'78.

This article explains some of the job security measures incorporated in the Quebec teachers' collective agreement.

66. Boyd, William Lowe. Introduction: the changing politics of changing communities. Education and Urban Society 11:3:275-84 My'79.

This article discusses the impact that declining school enrolments have had on changes in school politics.

67. Boyd, William Lowe. Educational policy making in declining surburban school districts: some preliminary findings. Education and Urban Society 11:3:333-66 My'79.

Data from a study of eight Chicago suburban elementary school districts are used in this paper to assess the impact that declining enrolments and funds have had on the educational policies of suburban school districts.

* 68. Browder, Lesley H., Jr. Where are schools of education going? Journal of Teacher Education 29:4:52-6 Jy-Ag'78.

Declining enrolment and changing attitudes toward higher education pose problems for schools of education. Reorganization of these institutions as well as broader programs are called for.

* 69. Brown, Wilfred. Why don't fewer kids cost less? CEA News 308:5 May-Je'78 and ATA News 12:17:2 May 22'78.

The Director of Economic Services of the Canadian Teachers' Federation explains the theory of "economies of scale" with reference to per pupil costs and declining enrolment.

* 70. Brown, Wilfred J. Political debate on education contest between quality and cuts. Reporter 4:10:8 Je'79.

Most education financing formulas are tied directly or indirectly to the number of pupils so that declining enrolments result in proportionate declines in funding. The author explains why this type of funding does not work during a period of decline.

71. Brown, Wilfred J. Moins d'enfants n'en coûtent-ils pas moins? Entre Nous 11:6:2 Je'79.

72. Burlingame, Martin. Declining enrolments and small rural cities and districts: an exploratory analysis. Education and Urban Society 11:3:313-32 My'79.

This paper discusses the difficulties that rural and small urban communities are facing in resisting attempts to consolidate their schools into larger districts.

* 73. Cazabon, Marc. Nous serons moins nombreux. Entre Nous 10:4:2 Feb'78.

Dans un discours qu'il a prononcé devant les membres du Bureau des gouverneurs de la Fédération des enseignants de l'Ontario les 12 et 13 janvier 1978, M. Marc Cazabon, négociateur pour l'Association des enseignants franco-ontariens, aborde la question de la décroissance scolaire et de ses conséquences pour les associations d'enseignants et pour les membres.

* 74. Coleman, Peter. Shrinking pains: declining enrolments, fiscal restraint, and teacher redundancy. McGill Journal of Education 13:1:23-31 Wtr'78.

Administrators are urged to resist pressure from teachers' associations to adopt the "last in, first out" principle for coping with redundant teachers. In a context of effective selection, supervision, and in-service development programs, a "whenever in, worst out" approach to staff reduction becomes defensible. The need for a reliable means of identifying effective teaching is stressed, with references made to relevant studies in this field.

75. Colton, David, and Alan Frelich. Enrolment decline and school closings in a large city. Education and Urban Society 11:3:396-417 My'79.

This article discusses how the available models for describing the school-closing process are not applicable to large cities.

76. Connelly, F.M., and others. The Royal Commission on Declining School Enrolments in Ontario: a bulletin on the Commission and its studies in curriculum. Journal of Curriculum Studies 11:1:90-95 Jan-Mar'79.

Recounts the mandate and activities of a commission established in Ontario to determine why school enrolments were declining. Topics discussed include the organizational structure of the commission, areas identified for investigation (demography, finance, school plants, curriculum), and issues identified by the commission for further study.

77. Crowe, Robert L. Can logical decision-making work on school closings and other hot issues? Sure. Executive Educator 1:3:19-21 Mar'79.

Provides a step-by-step explanation of a method that will help administrators decide which school to close and simultaneously provide evidence that the decision was made logically, prudently, and objectively.

78. Custis, Gerry. Staff cuts: maybe they are inevitable but they don't have to be bloody. Updating School Board Policies 9:3:1-4 Mar'78.

Points out the need for a board policy on reduction in force and explains the four basic policy questions to be addressed in creating the policy as well as six traps to be avoided.

* 79. Cutbacks in education will affect school programs. NTA Bulletin 21:13:1-6 Je'78.

The Newfoundland Teachers' Association attacks the government for cutting back in educational spending under the guise of declining enrolments. Background information on declining enrolments and spending cutbacks in the province are given.

* 80. Davidson, Wilma, and Susan Kline. Job sharing in education. Clearinghouse 52:5:226-28 Jan'79.

The authors present the advantages of job sharing for all school personnel, saying that education is particularly adaptable to this new form of employment.

* 81. Declining enrolment: a blow for school library services: results from a survey of the members of the Canadian School Library Association. Moccasin Telegraph 21:35-38,42 Fall-Wtr'78.

A survey designed to show the impact of declining student enrolment on school libraries proved inconclusive. While there were losses in the number of teacher librarians, whether these were caused by decreases in student enrolment could not be established by the survey. The article recommends that a further survey be taken using a sample more representative of Canadian school libraries and covering a more extensive time frame.

* 82. Declining enrolment study completed. Edge 6:3:1-2 Jan-Feb'78.

This article announces the completion of the Educational Research Institute of British Columbia's study of the effects of enrolment decline on B.C. education. The report includes an analysis of the nature and magnitude of enrolment declines which are projected for B.C. school districts, and a discussion of the implications of reduced enrolment for policy and practice at both provincial and school district levels.

* 83. Divoky, Diane. Burden of the seventies: the management of decline. Phi Delta Kappan 61:2:87-91 Oct'79.

Reviews what school districts are doing to cope with reduced enrolments and increased costs. Areas covered include shared facilities, reduction in force, and school closing.

* 84. Duignan, Patrick, and Arthur Ponder. Staffing practices in a time of declining enrolments. Canadian Administrator 18:1:1-6 Oct'78.

Explores some possibilities to help maintain staff strengths and the integrity of existing programs. Also proposes a number of criteria that may be combined into a Staff Reduction Index, which could be useful in developing more rational staffing policies.

85. Eisenberger, Katherine E. Demographic trends: the implications and costs for public education. CEFP Journal 17:3:4-5 May-Je'79.

Discusses the implications on public education of declining enrolment, one parent families, and working mothers.

* 86. Eisenberger, Katherine E. How to learn to manage decline in your school system. American School Board Journal 165:7:36-8 Jy'78.

Three fundamental skills seem essential for board members in times of declining enrolments -- decision-making, long-range planning, and marshalling support for the implementation of the long-range plan.

* 87. Etobicoke Board will consult citizens on what happens to schools. Ontario Education 11:3:29-30 May-Je'79.

Declining enrolment problems in the Etobicoke Board of Education will be handled by a school-community committee. When enrolment in any particular school drops below specified levels, the committee will be formed to hold public meetings, hear all interested groups, examine and report to the Board on the impact of decreasing enrolment on school programs and students, make recommendations to the Board on possible ways to assist the school or recommend that the school be closed. If school closings are recommended, the committee will establish a time-table for doing this.

88. Falling roles need better ratios. Times Educational Supplement (London) 3302:1 Oct 13 '78.

The last public White Paper acknowledged that teacher numbers can no longer be tied strictly to pupil-teacher ratios as school roles decline. If the different needs of pupils are to be met, a sufficient range of specialist teachers must be employed to maintain a full curriculum.

* 89. Farquhar, Robin H. Declining enrolment: opportunities for universities. Education Canada 18:4:34-39,69 Wtr'78.

The author puts forward a whole range of new approaches to coping with the teacher surplus and using vacant college classrooms that would benefit both colleges of education and school boards.

* 90. Fast, Raymond. Declining enrolments: implications and solutions. Challenge in Educational Administration 17:14:19-25 1978.

This paper highlights the effects of declining school enrolments across the country, and examines some related problems and solutions.

* 91. Fowler, F.J. Term appointments for school administrators: to be or not to be. Orbit 9:5 Dec'78.

The author predicts that term administrative appointments in school systems will become more prevalent during this period of declining enrolments and defends the practice on educational and organizational grounds.

* 92. Goble, Norman M. Don't look for an echo of the post-war baby boom. Reporter 3:5:18-19 Jan'78; also: What are the real socio-economic needs of schools? Reporter 3:6:35-36 Feb'78.

A key element in declining enrolment is the public perception of the value of education. In order to preserve their jobs, teachers have no option but to try to persuade the public of the social and personal value of education, especially of those forms of education which involve the attention of well-prepared teachers (a 2-part article).

* 93. Government introduces savings clause for teacher allocations. NTA Bulletin 22:11:1-2 Ap 24 '79.

In order to minimize the effects of major declines in enrolment on educational programming, the Ministry of Education has introduced measures which will limit the reduction of regular teacher allocations to a school board to 3 percent in any one year regardless of the decline in student enrolment. This measure should enable school boards to continue to provide quality educational programming with minimum disruption in services in spite of significant reductions in student enrolment in some areas.

* 94. Grant, Lance. Never have so few ... cost so much. School Business Affairs 44:1:19-20 Jan'78.

A forecast prepared by the National Centre for Education Statistics indicates that total enrolment in schools and colleges will drop slightly, while the total cost of education will increase by about 12 billion dollars over the previous school year.

95. Hagemann, Robert P., and Thomas J. Espenshade. The impact of changing state economic conditions on public school enrolments. Socio-Economic Planning Sciences 13:5:265-73 '79.

Presents an economic-demographic regression model for projecting grades 1-12 public school enrolments. Results strongly support the hypothesis that state economic conditions are important determinants of enrolment.

* 96. Hampson, Lynne. Tough times ahead for women teachers? BCTF News 18:3:3 Oct 12 '78.

Women may well be the declining majority as new trends indicate that in a period of declining enrolment men are often hired in preference to women. Women are warned of current social attitudes which imply that working women are taking men's jobs.

* 97. Herman, Robert W. Now inevitable: a substantial and lengthy teacher shortage. Phi Delta Kappan 59:10:693 Je'78.

Studies of enrolment in colleges of education reveal an inevitable shortage of teachers in the 1980's.

98. Iannaccone, Laurence. The Management of decline: Implications for our knowledge in the politics of education. Education and Urban Society 11:3:418-30 My'79.

This article states that the understanding of the process of making school-closing decisions involves the consideration of both efficiency and political factors.

* 99. Jackson, Robert W.B. Basic changes recommended by Jackson. Ontario Education Dimensions 12:2:1,11 Wtr'79.

The third and final report of the Commission on Declining School Enrolments emphasizes the economic and financial implications of declining enrolment. Some basic changes in the Ontario educational system are recommended.

100. James, H. Thomas. Damping down the system. School Business Affairs 43:8:176 Aug'77.

A realistic projection of the number of students expected in each of the next ten years, accompanied by a staffing chart showing the personnel needs of the district for the next decade, can help boards of education make plans.

* 101. Jascourt, Hugh D. The role of negotiations in the equation "declining school enrolments = layoffs": an overview. Journal of Law and Education 7:2:239-42 Apr'78.

* 102. Jobs: Women hunt more. Reporter 4:7:10 Mar'79.

A Canadian Teachers' Federation Workshop on the Status of Women was told that, in this time of declining enrolments, budget constraints and teacher lay-offs, women teachers are losing their jobs at a far greater rate than their male counterparts. Some suggestions for action are discussed.

* 103. Johnson, Howard M. School closure: how much impact on the community? Phi Delta Kappan 59:5:357-9 Jan'78.

A study of the impact of school closures reveals "limited change/no deterioration" in the community.

104. Kalvelage, Joan, and others. Reductions in force and affirmative action. Educational Economics 3:1:12-14,23 Jan-Feb'78.

By allowing permanent, part-time work and by creating positions for job sharers, school districts can redistribute available positions among current employees without reducing their numbers.

* 105. Karr, P.J. An exploratory study: the need, scope, and ramification of an alternative education program and curriculum. Education 99:2:136-40 Wtr'78.

In view of enrolment decreases in public schools and colleges, alternative curricula based on job marketability need to be examined.

* 106. Keeler, B.T. Declining enrolments and the cost of schooling. ATA Magazine 58:2:55 Jan'78.

The Secretary of the Alberta Teachers' Association discusses the relationship between enrolment and cost of education.

107. Keim, Ann S. Declining enrolment: a case for community education. Catalyst for Change 7:2:17-19,27 Wtr'78.

* 108. Kyrzanowski, K.M. Declining enrolments: fact or fiction? ATA Magazine 58:4:32 My'78.

The President of the Alberta Teachers' Association urges that teachers guard against false assumptions being used by employers to save money through reduction of teaching positions. Studies show that Alberta is likely to experience slight increasing rather than decreasing enrolments.

* 109. LaFosse, Tom. Declining enrolment is not an insurmountable problem. NTA Bulletin 22:8:1,6 Jan 30 '79.

Far from being an insurmountable problem, the declining enrolment phenomenon presents a golden opportunity to achieve goals which were impossible during the days of burgeoning enrolment. With imagination and commitment to providing the best for our children, educators can seize the opportunity presented by declining numbers to improve the educational system.

* 110. LaFosse, Tom. Teacher morale will suffer ... education will suffer. NTA Bulletin 21:10:1-2 Mar 14 '78.

One of the serious problems created by declining enrolments is the effect which it will have on teacher morale. The impact of declining enrolment is already being felt throughout our schools and serious planning must be undertaken if the shock waves are going to be anticipated and dealt with in a rational manner.

* 111. Leggett, Stanton. Sixteen questions to ask -- and answer -- before you close a small school. American School Board Journal 165:4:38-9 Apr'78.

Lists 16 things to consider before closing a small school. All items are concerned with reducing per pupil expenditures.

* 112. Lieberman, Myron. What to expect from your teacher union when your board is under the financial ax. American School Board Journal 165:9:39-40 Sept'78.

In a time of serious financial cutbacks, boards are urged to establish rational priorities rather than take the politically expedient road of across-the-board program cuts.

* 113. Long, Madeleine J. Recertification: toward the best use of experience. Action in Teacher Education 1:3-4:41-45 Spr-Sum'79.

The formal retraining of experienced teachers from one field or level of specialization to another is one response to problems created by changing job markets within the teaching profession.

* 114. Mangan, Terry. Teachers have every right to demand objective criteria for redundancy. Reporter 4:8:30 Ap'79.

Redundancy is a direct result of declining enrolment. Thus, any teacher redundancy must be directly connected with the decline in student population. The easiest and most objective method to achieve this is to insert a staffing formula in the collective agreement.

115. Mansergh, Gerald, and Marian Michael. Job change services for educators: a positive approach to career alternatives. Catalyst For Change 8:3:20-23 Spr'79.

A pilot program to help teachers, counsellors, and administrators make career transitions from education to other fields of endeavour is operating in Minnesota.

116. McKain, Keith A. Shorter courses attract more kids. Science Teacher 46:3:35 Mar'79.

Describes a secondary science program designed to increase enrolment by offering semester courses.

* 117. McKellar, Hugh. Salary-savings-sharing. OSSTF Forum 4:4:157-161 Oct'78.

By sharing the salary savings with senior teachers, a board's staff may be painlessly reduced, young teachers may be retained or even hired and a board's salary costs will go down. Boards and teachers are encouraged to incorporate such plans in their collective agreements.

118. Meyen, Edward L. Decreasing teacher education resources: needed programmatic responses. Teacher Education and Special Education 2:2:25-29 Wtr'79.

The author discusses issues involved in reallocating declining fiscal resources within institutions of higher education and considers implications for special education.

* 119. Moore, Samuel A. The last shall be the first and the first shall be the last. Peabody Journal of Education 55:4:329-31 Jy'78.

Some possible permutations of the seniority system are examined in this article in an attempt to disclose better strategies for teacher retrenchment without eroding the quality of education.

* 120. Musemeche, Richard and Sam Adams. The coming teacher shortage. Phi Delta Kappan 59:10:691-93 Je'78.

Media emphasis on teacher oversupply, low salaries, and more openings in other areas for women and minority groups through affirmative action are cited as some of the reasons for an upcoming teacher shortage in the mid-80's.

* 121. Myers, Douglas. Robert Jackson, declining enrolments and a teachers' brief. This Magazine 12:3:14-17 Jy-Aug'78.

This article presents a lengthy discussion of a Toronto area teachers' brief presented to the Jackson Commission on Declining Enrolments entitled Don't Shoot the Teacher This brief provides an overall analysis of the present educational problems in their social and economic context, presents a cogently argued challenge to prevailing government policy, and suggests some bold and imaginative alternatives.

* 122. Nassau, Stephen M. The role of negotiations in the equation "declining school enrolment = layoffs": a union perspective. Journal of Law and Education 7:2:265-78 Apr'78.

Discusses possible collective bargaining provisions for dealing with the economic impact of declining public school enrolments, with particular attention to considerations involving the reduction in force of teachers. Presents the National Education Association's proposed contract language governing reduction in force procedures.

* 123. O'Driscoll, Bill. How many teachers will be allocated to your board for the 1979-80 school year? NTA Bulletin 22:11:3-5 Ap 24 '79.

This article provides a detailed description of new teacher allocation regulations in Newfoundland designed to minimize the effects of declining enrolment.

* 124. O'Driscoll, Bill. Good education is still the soundest public investment. NTA Bulletin 21:11:3-4 Apr'78.

125. Payne, Philip. Present shock, future needs. Times Educational Supplement (London) 3304:17-18 Oct 27 '78.

With dropping enrolment, the purely arithemetical view dictates school closures. But this changes if we look toward desired future qualities of the educational system. Factors which may need consideration include additional space for more flexible teaching, increased organizational emphasis on human relationships, and greater community involvement.

* 126. Pour le maintien de la dernière école de quartier. Informeq 26:1,4 Av'78.

Le ministre de l'Education du Québec, M. Jacques-Yvan Morin, donnait une conférence de presse le 28 février 1978, au cours de laquelle il énonçait de nouvelles règles en vue du maintien de la "dernière école de quartier" en milieu urbain. Mentionnant qu'il est souhaitable et possible de désigner et de maintenir, dans chaque quartier, une dernière école primaire pour desservir la population de cette aire géographique; le ministre demande à toutes les commissions scolaires d'identifier, sur leur territoire avec la collaboration des agents du monde de l'éducation, les quartiers géographiques existants. Par la suite, dans chaque quartier, on devra designer, de façon précise, la dernière école a conserver advenant une diminution sensible de la population scolaire.

* 127. Riffel, J.A. The small schools question. Education Canada 19:2:4-7 Sum'79.

> There are several alternatives to closing a small elementary school. The choice among them will be influenced by the beliefs of policy makers and by a number of situational factors. Analysis of these factors is likely to lead to a more defensible and less arbitrary choice.

128. Rogers, Rick. The closures are coming to town. Times Educational Supplement (London) 3304:18-19 Oct 27 '78.

> This report describes some of the problems encountered by local school authorities when they tried to close schools without consulting parents involved. Suggestions are made for including the community in the decision-making process on school closures.

* 129. Rolfes, Herman. Declining enrolments offer golden opportunity. Saskatchewan Bulletin 45:7:3 Nov 29 '78.

> Saskatchewan Minister of Social Services feels that declining enrolments open up the opportunity to provide new and needed services for school children at a much earlier age.

* 130. Rothstein, Harley. The politics of declining enrolment. Working Teacher 2:2:22-26 1979.

> Teachers' organizations will need to adopt a more traditional trade unionist approach to securing improvements in their working conditions and the learning conditions of their students during periods of declining enrolment. Various techniques and programs have been recommended and tested at local levels by the British Columbia Teachers' Federation. Implementation strategies for some of these programs are discussed.

* 131. Schachter, Harvey. Why it costs us more as enrolment declines. OSSTF Forum 4:4:178 Oct'78.

> The author explains why the cost of educating each child goes up as school enrolment declines.

132. Scott, J. Glen., and others. Educational management in an era of decline. OCLEA 13:3-7 Je'78.

* 133. Selinger, Al. Emptying the cradle: Catholic schools will be hit hard too. Reporter 4:7:22-24 Mar'79.

> Improved school objectives, new ways of providing educational services, intensified recruiting of students, increased cooperation with the larger community and a sustained public relations program can all help offset the effects of declining enrolment in Ontario separate schools.

* 134. Skeoch, Allan. Ominous cloud. OSSTF Forum 4:3:107-115 May-Je'78.

The author discusses twenty-one different suggestions for improving enrolment which have been presented in American and Canadian reports on declining enrolment.

* 135. Solution à la décroissance scolaire: l'enseignement à temps partiel. Entre Nous 10:4:9 Feb'78.

Moins d'élèves signifie moins d'enseignants et moins d'enseignants veut dire moins d'emplois. La solution la plus simple et la plus directe serait de restreindre considérablement l'accès aux maisons de formation ou même de les fermer. Ou encore, de mettre au rancart plus tôt les enseignants plus vieux. L'auteur se refuse de considérer des solutions qui priveraient la profession de l'enseignement de deux éléments qui lui sont essentiels: les nouveaux arrivés qui représentent l'enthousiasme et les enseignants d'expérience qui représentent la stabilité et la gradeur de l'enseignement. L'auteur cite les avantages et désavantages du problème.

* 136. Spenla, William A., and others. The role of negotiations in the equation "declining school enrolment = layoffs": a management perspective. Journal of Law and Education 7:2:243-63 Apr'78.

Discusses economic and legal issues related to declining public school enrolments and pressures for "reduction in force" of teachers. Recommends school boards not agree to contracts that limit their ability to lay-off personnel for economic reasons.

137. Steinburg, I.S. The abuse of education. Oxford Review of Education 4:2:185-96 1978.

Discusses problems posed to education by declining enrolments. Major problems are unused school facilities, unemployed teachers, and decline in finances allocated to education. Suggests that declining enrolments should be considered instead as an impetus toward better teacher/student ratios and individualized programs.

* 138. Stephen, Donald W. The problem of declining enrolment and fewer promotions. OSSTF Forum 4:4:183-84 Oct'78.

The lack of opportunity for advancement in the teaching ranks today creates a serious morale problem for educators with any ambition. Rotation of departmental headships after 2 years in office is suggested as one way of alleviating the problem.

* 139. Teacher college enrolment to be cut by half. Ontario Education Dimensions 11:5:1 Mar-Apr'78.

140. Thomas, M. Donald. Declining school enrolments. School Business Affairs 44:1:6-8 Jan'78.

Discusses problems public schools will encounter as a result of the decline in school enrolment and suggests some practical strategies and techniques that will help school administrators solve these problems.

* 141. Trainor, Vincent F., Jr. This early retirement program seems to keep everybody happy. American School Board Journal 165:8:25-26 Aug'78.

This article gives the details of a voluntary early retirement incentive program which provides for retirees to work 10-20 days per year as consultants for 5 years or to age 70 and to receive paid medical and insurance benefits.

* 142. Twice as many teachers as needed graduated in 1977, says Ontario report. University Affairs 19:5:7 May'78.

A report released by the Council of Ontario Universities addresses the current problem of oversupply of teachers in the province and recommends a number of substantive policy changes over the next decade.

143. Utilization of surplus school buildings. CEFP Journal 17:4:10-11 Jy-Aug'79.

The advantages and disadvantages of five alternative ways of using surplus space available to school systems.

* 144. U. of A. experiences large slump in education enrolments. ATA News 13:8:2 Dec 11 '78.

Dramatic decreases in enrolment in education faculties may mean that by 1982-83 there could be a shortage in the number of certifiable teachers available.

145. VandenHazel, Bessel J. Lay-off by seniority: is it just? Northern Principal 4:1:7 Mar'78.

* 146. Weaver, W. Timothy. Educators in supply and demand: effects on quality. School Review 86:4:552-93 Aug'78.

Examines the teacher-surplus problem and the responses and adjustments of the profession and institutions of higher education to the declining job market for college graduates.

* 147. Why must we fight for tenure? This Magazine 12:5&6:25-28 Dec'78.

This article explains the philosophy of tenure protections in collective agreements and urges teachers not to succumb to school board attacks on tenure rights.

* 148. Williams, George. Declining enrolments -- an opportunity to attain quality. NTA Bulletin 21:9:4-5 Feb 21 '78.

Instead of decreasing the level of educational service, this period of declining school enrolment offers an opportunity to improve the quality of education in our schools and to provide a broader program to meet the needs of all the students within the system. Without increasing resources significantly and by maintaining present staff and existing facilities, a program that was impossible five years ago because of lack of space or available teachers could now be instituted to the improvement of the overall instructional level in the school.

149. Yeager, Robert F. Rationality and retrenchment: the use of computer simulation to aid decision making in school closings. Education and Urban Society 11:3:296-312 My'79.

Predictive data from a computer simulation of school closings were used in making similar decisions in one school district.

* 150. Zlotnik, Mike. Some myths about declining enrolment. B.C. Teacher 58:1:10-13 Sept-Oct'78.

The author cites facts to show that declining enrolment as a problem in itself poses no threat to teachers or education. Current problems in the education system are rooted in deeper social and emotional issues.

* 151. Zusman, Richard S. Declining enrolments and reduction in force: a problem of the 70's. Clearing House 51:8:396-9 Apr'78.

In spite of an apparently gloomy outlook, there are many positive aspects to declining enrolments. The author offers several suggestions for dealing with newly acquired surplus space in schools, four stages to follow when closing the school and reducing size of staff in a school district, and describes five steps to heed when a school district's enrolment drastically declines.

APPENDIX

A list of Working Papers, Information Bulletins, Statistical Appendices, and Occasional Papers issued by the Commission on Declining School Enrolments in Ontario (CODE)

Abstracts and full texts of all CODE documents are available from ONTERIS at the Ministry of Education, Ontario

WORKING PAPERS

NO.	TITLE
* 1.	Resources and Constraints: Public Education and the Economic Environment in Ontario, 1978-1987, by David K. Foot.
* 2.	Financing Education in Ontario: Issues and Choices, by Richard M. Bird.
3.	Community Schools: A Solution to Declining Enrolment, by Keith Sullivan
* 4.	Economies of Scale and Cost Quality Relationships in Elementary and Secondary Schools: A Survey, by D.A. Dawson.
* 5.	Elementary and Secondary School Teachers' Salaries in Ontario, 1900 to 1975, by David Stager.
* 6.	Declining Enrolments and Teacher-Board Negotiations: Bargaining Conditions of Employment, by John B. Kervin.
* 7.	Declining Enrolments and the Aging Teaching Force, by Peter J. Atherton.
* 8.	Survey of Staff Development and Curriculum Services for Quality Education, by Susan Padro.
* 9.	The Impact of Declining Enrolments on School Governance and Administration in Ontario, by J. Glenn Scott and others.
*10.	The Impact of Declining School Enrolments on Non-Certificated Staff in Ontario, by Stephen B. Lawton and Gwyneth M. Boodoo.
*11.	Declining Enrolments and the Financing of Education in Ontario, by David M. Cameron.
12.	On the Psychology of Declining Enrolment: With a Brief Review of Attempts to Cushion the Negative Effects of Professional Unemployment, by David E. Hunt and Janice S. Hunt.
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*22. Franco-Ontarian Elementary and Secondary Education, by the Franco-Ontarian Sub-Committee. (Ce texte est disponible en français.)

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41. A Study of Teacher Graduates' Perceptions of the Problem of Surplus Teachers, Surplus Schools, Surplus ... and Suggested Solutions to the Problem, by Cicely Watson and Mohindra Gill.

*42. Shaping the Contracting Curriculum: Problems, Principles and Solutions, by F.M. Connelly and Robin J. Eggs.

INFORMATION BULLETINS

NO.	TITLE
* 1.	School Facilities, the Community, and Declining Enrolment, by the Task Force on School Facilities and the Community. Howard B. Henderson, Chairman.
* 2.	Rationalizing Accommodation in Declining Enrolment: A Case Study of the Use of a Community School System Interaction Model of Planning, by Edward H. Humphreys.
* 3.	Historical Overview: Economical Political, and Social Background of Contemporary Canada; Administrative History to 1969; Programs and Curricula Development, by Albert Fiorino.
* 4.	Teacher Education in Ontario: A History, 1843-1976, by Albert Fiorino.
* 5.	Abstracts of Reports on Costs of Education, Financial Aspects of Declining Enrolment and of Current Research into Problems of Declining Enrolment, by E. Brock Rideout.
* 6.	Public Reactions to Declining Enrolments: A Compilation of Comments and Suggestions Received by the Commission in Briefs and at the Public Hearings Held Throughout the Province, by R.W.B. Jackson.
* 7.	Selection of Applicants to a Faculty of Education: A Case Study, by W.S. Peruniak, Merlin W. Wahlstrom and E.L. Weinstein.
* 8.	Professional Development and Declining Enrolment in Ontario, by John Girhiny.
9.	California's Response to Declining School Enrolments, by W.S. Peruniak.
10.	The Impact of Declining School Enrolments on Teacher Education in Britain, by Vernon S. Ready.
*11.	Teachers' Centres: A Report Based on the Literature, by Donna Lee Berg.
*12.	The Scope of Guideline Aims and Objectives, by Floyd G. Robinson.
13.	The Effect of Demographic Change on Enrolment and Use of School Facilities in Ontario to the Year 2001, by the Ministry of Treasury, Economics and Intergovernmental Affairs, Ontario.
14.	Ontario Federation of Home and School Associations: Brief to the Commission on Declining School Enrolments in Ontario, by the Ontario Federation of Home and School Associations.
*15.	Responses of England, Germany and Switzerland to Declining School Enrolments, by Catherine Michalski.

*16. Teacher In-Service Training: A Luxury or a Tool for Survival? The Problem of Continuing Teacher Education as it Appears in the Briefs Submitted to the Commission on Declining School Enrolments in Ontario, 1978, by Nelly Fiaz.

17. Educator and Publisher Perceptions of Quality Curriculum and Instructional Materials during Declining School Enrolments, by Jim Kormos.

18. The Impact of Declining School Enrolment on Teacher Education in Denmark, Germany and Sweden, by Vernon S. Ready.

STATISTICAL APPENDICES

1. Sixty Years of Population Growth in Ontario, 1921 to 1981, by R.W.B. Jackson and Saeed Quazi.

2. Utilization of School Buildings: Occupancy Rates in Elementary and Secondary Schools in Ontario, by Board, 1976-77, by R.W.B. Jackson and Saeed Quazi.

3. Mobility of Secondary School Teachers in Ontario by Sex and by Board, 1966-67 to 1977-78, by R.W.B. Jackson, Saeed Quazi and Wayne A. Burtnyk.

4. Estimated Period of Retirement of Elementary School Teachers in Ontario Classified by Sex and by Board, 1977-78 to 2009-10, by R.W.B. Jackson and Saeed Quazi.

5. Estimated Period of Retirement of Secondary School Teachers in Ontario Classified by Sex and by Board, 1977-78 to 2007-11, by R.W.B. Jackson and Saeed Quazi.

6. Qualifications and Subject Taught by Teachers in Secondary Schools of Ontario, by R.W.B. Jackson and Saeed Quazi.

7. Historical Time Series of Elementary and Secondary School Enrolments, 1926-76, by R.W.B. Jackson and Saeed Quazi.

8. Projections of Grade Enrolments by School Boards, by R.W.B. Jackson and Saeed Quazi.

OCCASIONAL PAPERS

1. Class Size in Ontario Schools, by R.W.B. Jackson and Saeed Quazi.

2. The Mobility of Secondary School Teachers in Ontario, by R.W.B. Jackson, Saeed Quazi and Ramesh Kumar.

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NO.	DATE	SUBJECT AND ERIC NUMBER	STATUS	ADDENDA
1	June 1969	Pre-Service Teacher Education in Canada ED 034 726	(o/p)	Oct. 1971
2	June 1969	School Dropouts	(o/p)	Feb. 1971
3	October 1969	Flexible Scheduling in Secondary Schools	(o/p)	Nov. 1972
4	Nov. 1969	Computer Uses in Instructional Programs ED 034 728		
5	Dec. 1969	Microteaching ED 036 480	(o/p)	
6	Jan. 1970	Reporting to Parents	(o/p)	
7	Feb. 1970	Teacher Aides ED 037 406	included in No. 16	
8	March 1970	Sex Education	(o/p)	
9	April 1970	Disadvantaged Children in Canada ED 041 965	(o/p)	
10	June 1970	School Year Plans	(o/p)	Jan. 1972 Oct. 1973
11	Aug. 1970	Education Finance in Canada		
12	Oct. 1970	Independent Study ED 045 585	(o/p)	
13	Nov. 1970	Individualized Instruction ED 046 881	(o/p)	
14	Nov. 1970	Histories of Teachers' Associations in Canada	(o/p)	
15	Dec. 1970	Differentiated Staffing ED 045 608	(o/p)	
16	Dec. 1970	Paraprofessional School Personnel ED 048 102	(o/p)	
17	Jan. 1971	Open Area Schools	(o/p)	Dec. 1971
18	Feb. 1971	Parent Involvement in School Programs ED 054 270	(o/p)	
19	March 1971	Behavioral Objectives in Education ED 051 127		
20	April 1971	Teacher Workload ED 054 060	(o/p)	
21	May 1971	Merit Rating ED 057 433		
22	June 1971	Team Teaching ED 055 044		
23	Oct. 1971	Collective Bargaining for Teachers		
24	Dec. 1971	Training Teachers for Inner City Schools ED 058 172		
25	Dec. 1971	Systems Analysis in Education ED 058 171		
26	Jan. 1972	Community Colleges		
27	March 1972	School Discipline ED 064 771		
28	May 1972	Early Childhood Education ED 069 366		
29	June 1972	Teacher Evaluation ED 069 607		
30	Oct. 1972	Intercultural Education -- Indians and Eskimos of North America	(o/p)	
31	Dec. 1972	Community Schools ED 086 695		
32	Feb. 1973	Principals and Vice-Principals		
33	April 1973	Tenure ED 077 863		
34	May 1973	Teacher Autonomy and Teacher Decision Making ED 077 864		
35	June 1973	Paraprofessional School Personnel		
36	Sept. 1973	Differentiated Staffing		
37	Oct. 1973	Secondary Education		
38	Nov. 1973	Independent Study		
39	Dec. 1973	The Practicum in Teacher Education		
40	Jan. 1974	Microteaching		

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41	Feb. 1974	Interaction Process Analysis		
42	Mar. 1974	Supervision		
43	Apr. 1974	Elementary Education		
44	May 1974	Moral and Values Education ED 097 269		
45	June 1974	Behaviour Modification		
46	Sept. 1974	Work Experience and Cooperative Education Programs		
47	Oct. 1974	Education Finance in Canada		
48	Nov. 1974	Curriculum Development in Canada		
49	Jan. 1975	School Discipline		
50	Feb. 1975	Junior High and Middle Schools		
51	Mar. 1975	Principals and Vice-Principals ED 114 995		
52	May 1975	Teacher Evaluation		
53	June 1975	Continuing Education for Teachers ED 115 652		
54	Oct. 1975	Tenure		
55	Nov. 1975	Teacher Education Programs for Native People		
56	May 1976	Open Area Schools		
57	Sept. 1976	Industrial Relations in Canada		
58	Oct. 1976	Pre-Service Teacher Education in Canada		
59	Jan. 1977	Evaluation of Student Teachers		
60	Feb. 1977	Community Schools		
61	Sept. 1977	Pupil Transportation and School Bus Safety in Canada		
62	Mar. 1978	Education Finance in Canada		
63	May 1978	Teacher Workload		
64	July 1978	Selection of Teachers and Student Teachers		
65	August 1978	Principals and Vice-Principals ED 168 163		
66	October 1978	Tenure ED 168 173		
67	November 1978	School Year Plans		
68	December 1978	Decisionmaking in Education		
69	April 1979	Mastery Learning		
70	September 1979	Teaching French as a Second Language in Canada		
71	June 1980	Part-Time and Substitute Teaching		
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